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Patterns of Work and Family Involvement Among
Single and Dual Earner Couples:
Two Competing Analytical Approaches

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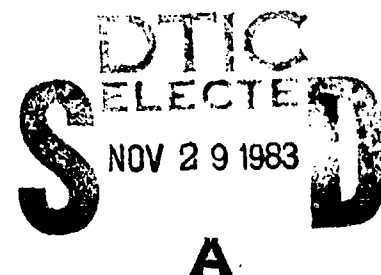
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At the individual level some support for each of the three models was found but no one model accounts for all the relationships studied and no subpopulation (i.e. employed women, men with employed women, men with housewives) can be said to follow any particular model than another. The results at the couples' level suggest that at least among dual-earner couples, family dynamics account for some of the variance in individuals' work and family attitudes and behaviors. Dual earner couples were characterized by six significant patterns of work and family involvement and single earner couples by four significant patterns.

Abstract

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This study analyzes the intersection of work and family at the individual level [i.e. *D* segmented, *B* compensatory, and *B* spillover models] and at the couple level [i.e. *D* independent, *B* all roles symmetric, *B* all roles asymmetric, *B* symmetric family - asymmetric work, and *B* asymmetric family - symmetric work patterns]. Dual earner couples (136) and housewives couples (103) were characterized according to each spouse's family and work involvement, attitudes, and behavior. At the individual level some support for each of the three models was found but no one model accounts for all the relationships studied and no subpopulation (i.e. employed women, men with employed women, men with housewives) can be said to follow any particular model than another. The results at the couples' level suggest that at least among dual-earner couples, family dynamics account for some of the variance in individuals' work and family attitudes and behaviors. Dual earner couples were characterized by six significant patterns of work and family involvement and single earner couples by four significant patterns.

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Patterns of Work and Family Involvement Among
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Introduction

Adults play a variety of roles in enacting the routines of every day living. Two sets of these roles: those associated with work and those associated with family and their intersection are the subject of an expanding literature in both the popular and academic press. This surge of interest in the intersection between work and family roles is due to the entry into the work force of large numbers of married women with children. The traditional family model of the husband as breadwinner and wife as homemaker is becoming increasingly rare. Yet, like any other new social development, understanding of how the phenomenon of working women has impacted on work and family role behavior lags the widespread existence of the phenomenon itself.

In this manuscript, we first review the theoretical and empirical literature on the intersection of work and family roles at the individual level of analysis. Here we find three rather well-developed theoretical models: segmented (sometimes called independent), compensatory and spillover. There is also substantial empirical research which both tests the models and their implications in terms of role behavior and attitudes. We then review the theoretical literature at the couples' level of analysis. This literature proposes typologies of dual and single-earner couples, but for the most part, neither tests the validity of the typologies nor proposes nor tests their implications in terms of role behavior or

attitudes. Rather than generate our own hypotheses about the behavior and attitudinal implications of couples' typologies which have not themselves been subjected to empirical test, we propose a model which includes five patterns of the relationship between work and family at the couples' level of analysis. These patterns: independent, all roles symmetric, all roles asymmetric, symmetric family-asymmetric work and asymmetric family-symmetric work contain and extend the typologies proposed by other theoreticians. We then test the individual-level models on three groups: men with employed wives; men with housewives, and employed wives. Finally, we test the couples' patterns on two groups, dual-earner and single-earner couples.

Models at the Individual Level

Segmented. Work and family have been viewed as separate role environments. The two roles exist side by side and for all practical purposes are independent of each other. Renshaw (1975) studied the relationship between work and family and concluded that even though people are simultaneously members of at least two systems, while they are in one world, they present themselves as though the other does not exist. Indeed, she argues, that they systematically deny, even to themselves, the connections between the two worlds. A theoretical rationale for the segmented model is what Kanter (1977) calls "the myth of separate worlds". The reason there seems to be no relationship between work and family, she argues, is that each world belongs mainly to one sex. Work is for men; family responsibility and home maintenance is for women. Parsons and Bales (1966) made this role separation explicit, arguing that male roles are instrumental while female roles are expressive. Thus, the husband-father meets his

family role obligations indirectly through his work - what his income provides; while the wife-mother meets her family obligations directly and expressively through family role behavior. Kanter (1977) argues that because of this myth, working men deny any connection between work and family. On the other hand, she describes a variety of situations in which the husband's work becomes a joint venture and work and family overlap, but she presents no empirical research to reject the segmented model. Thus, it is not clear that the segmented model was ever really descriptive of working men, much less whether this model describes working men and women today. Yet, it is also not clear that this separate-world model of work and family was or is a myth as Kanter (1977) claims.

Spillover. The spillover model asserts fundamental similarity between work and family roles. Staines (1980) develops three theoretical rationales for the spillover model. First, work and family roles may be similar because of the overlap between time, place, people and activities in the two realms. The best examples here are occupations in which living quarters are codeterminant with the work-space and all family members have a role in the work (see Kanter, 1977). Second, people with certain personality traits [e.g., Type A (Burke and Bradshaw, 1981)] may have a general disposition to enact all roles in a similar fashion. Third, the skills and abilities acquired on the job (Kohn and Schooler, 1973) may facilitate the enactment of family roles or vice versa. For example, married women entering or re-entering the work force after a period of child rearing, may find that the social and organizational skills they used to keep the family functioning smoothly are exactly the skills needed

in the work place. Fourth, in certain segments of the working population there may be social and cultural pressures to enact both work and family roles in similar manner (e.g., the pressures on young professional women to be superb professionals and super moms is an example).

Compensatory. The compensatory model asserts that work and family roles are antithetical. Staines (1980) articulates two theoretical rationales for the compensatory model. First, work and family roles may be compensatory because individuals have a fixed sum of time, energy and financial resources to devote to all of their roles. Work and family roles are mutually exclusive alternatives vying for these resources. Time and energy that is devoted to one role cannot be devoted to another. Second, according to Meissner (1971) people may have relatively uniform and stable preferences for levels (and types) of activity and involvement. Thus, what people get from their experiences at work they do not need to seek outside work, and vice versa (Staines, 1980). Thus, if expressive needs or needs for power or challenge are met at work, they need not be supplemented by family role behavior.

The empirical literature on the intersection of work and family roles at the individual level of analysis mainly focuses on degree of role involvement, role behavior and role-relevant attitudes. While there are several recent reviews of this literature (Greenhaus and Beutel, 1982; Near, Rice and Kunz, 1980; Staines, 1980), the focus of the Staines review: role involvement, role activities and subjective role reactions is the most useful for our purposes because it suggests a structure for studying the intra and inter role relationships among

involvement, behavior and attitudes. Figure 1 presents a matrix of three constructs: involvement, behavior, and attitudes for work and family roles at the individual level of analysis. In the next section we define these constructs. We then turn to a brief review of the inter- role literature.

Definitions of Constructs

Involvement. Involvement is usually conceptualized subjectively. Job involvement refers to the degree to which a person is identified psychologically with work, the importance of work to the person's self-image and self-concept and the individual's commitment to work in general as opposed to a particular job (Lodahl and Kejner, 1965; Rabinowitz and Hall, 1977). The instrument developed by Lodahl and Kejner (1965) has been widely used in research on job involvement.

The concept of family involvement does not have a comparable research history. In this study, we conceptualize family involvement as the degree to which a person is identified psychologically with family roles, the importance of family roles to the person's self-image and self-concept and the individual's commitment to family roles.

Behavior. Role behavior refers to the normal activities of role enactment. Work and family are role environments in which a person enacts, sometimes simultaneously and sometimes sequentially, a cluster of roles. Work roles might include the roles of liaison, subordinate supervisor, etc. Family roles include spouse, parent, home maintenance. Studies of role behavior frequently utilize objective methods such as counts of roles (Herman and Gyllstrom, 1977) and time budgets (Walker & Woods, 1976; Robinson, 1977).

Attitudes. Role attitudes are subjective assessments of a person's experiences of role enactment. Role attitudes that are of particular interest here include satisfaction with work, marriage and family as well as subjective assessments of role activities. The latter is most widely studied in the job literature, i.e. Hackman and Oldham's (1976) six dimensions of jobs, but has parallels in non work roles (Rousseau, 1978).

Populations

There are three subpopulations which the relationships between work and family roles may be expected to vary. These subpopulations are employed women who are married and have children at home; employed men whose wives are also employed and who have children at home; and employed men whose wives are not employed and who have children at home. The fourth cell, employed women whose husbands are not employed is too small in the general population to be of interest. The limitation of these subpopulations to employed men and women who are married and who have children living in the home is because spouse and parent roles are at the center of the family role cluster and because research suggests that the addition of parental roles complicates the work-family role relationship (Herman and Gyllstrom, 1977). The subpopulations should not be limited to men and women who are working full time, because part-time work adds an interesting dimension to work-family role relationships (Hall and Gordon, 1973).

Our literature review focuses on the inter-role relationships in the lower left corner of Figure 1. The fundamental question that this literature review seeks to explore is the degree of evidence for each

of the three individual-level, inter-role models: segmented, spillover and compensatory.

Insert Figure 1

Involvement. We could find only one study that focused on the relationships between work involvement and family involvement at the individual level of analysis. Cotgrove (1965) found a negative relationship, hence confirmation of the compensatory model. Two studies of work involvement and involvement in non work roles (a broader concept than family involvement) are in conflict. Goldstein and Eichorn (1961) report a negative relationship. Their results support the compensatory model. Staines and Pagnucco (1977) found a positive relationship. Their research supports the spillover model.

Behavior. The research on role behavior unequivocally supports the compensatory model as a result of a methodological artifact. Studies based on time budgets report negative relationships between time spent in work and non-work roles since there are only 24 hours in a day (Walker and Woods, 1976; Robinson, 1977).

Research in this area does tend to focus on family role behavior, e.g. childcare, housework and recreation with spouse and is broken down by the three working populations of interest. In general, working women have been found to carry a very heavy total work-load. They enjoy substantially less leisure time and sleep than do their husbands (Robinson et al, 1977). Professional mothers, for example, report working 108 hours per week on professional work, housework and childcare (Yogev, 1981).

Pleck (1981) argues that among husbands of employed women, the amount of time spent in family work has not increased over the last decade. However, husbands are performing a higher proportion of the family work today because employed wives are spending less time in family work than they did a decade ago.

Attitudes. The research on the relationship between attitudes toward work and family roles generally supports the spillover model, although the correlations are more frequently significant and more powerful for men than for working women (Staines, 1980). Job satisfaction is significantly correlated with marital satisfaction, marital adjustment, satisfaction with family life and satisfaction with life in general for men.

These conclusions are based on several studies and reviews. Near, Rice and Hunt (1980) reviewed empirical studies of the relationship between satisfaction with work and satisfaction with life. In more than 90% of the 23 studies reviewed, the direction of this relationship was positive (i.e. spillover). The magnitude of the positive relationships between attitudes toward work and family was modest - mid 30's for males and mid 20's for females.

Staines' reanalysis of two national random sample surveys (Campbell, et. al, 1976; and Staines, et. al, 1978) similarly reveals that the results for women are much more equivocal. Staines (1980) found low powered, but significant, positive relationships in one reanalysis (Staines, et. al., 1978) and no relationships in the other reanalysis (Campbell, et. al. 1976).¹

Two other studies support the segmented model. Ridley (1973) found no association between job satisfaction and marital adjustment among married female school teachers. Westlander (1977) reported no association between satisfaction with job and home life among female factory workers. Since results which support the segmented model will be more difficult to publish than significant results, there may be more support for the segmented model of work and family satisfaction than we have located.

Involvement, Behavior, Attitudes.

We found few other studies where relationships between work and family were found. While it is not always clear whether the measurements used can be classified as involvement or attitudes, particularly in the family area, all these studies support the compensatory model. For example, Nieva (1979) found that: 1) general family demands - the family's need for time, energy, etc., 2) work - family bidirectional conflict, 3) work-family conflict and 4) family-work conflict, were all significantly and negatively related to job satisfaction, job involvement and intention to reenlist among a population of male and female military personnel. It is not clear whether the four variables are attitudes, behaviors, involvement or a mixture of all three.

Similarly, Burke and Weir (1980) in their research on Type A individuals, found that more Type A's than Type B's reported that their job demands had a negative impact on personal, home and family life. Korman and Korman (1980) argue that professionally successful individuals are likely to be victims of personal failure.

With regard to work involvement and family attitudes (i.e., satisfaction with family roles) some studies support the segmented model (Iris and Barrett, 1972 - men only; Campbell, Converse and Rodgers, 1976 - both men and women). Other studies support the compensatory model (Fogarty, Rapoport and Rapoport, 1971 - both men and women; Haavio-Mannila, 1971 - women only) while one study supports the spillover model among women (Safilios-Rothschild, 1970).

With regard to work behavior and family attitudes and/or involvement, the two studies found support the compensatory model. Werbel (1983) found that nurses were more likely to leave employment, if they had family as a primary life involvement. Bray, Campbell & Grant (1974) found that 19 percent of the voluntary terminations from AT&T during the first eight years of the Management Progress study were attributed to home/personal reasons.

Summary of Individual Models. There are empirical studies supporting all three individual-level models of work and family. With respect to work and family involvement no general conclusions can be drawn, since there have not been many studies measuring family involvement directly. With respect to work and family behavior, so long as objective measures are used, the compensatory model best explains the data. With respect to work and family attitudes, the spillover model fits the data best, though the magnitude of the positive relationship is greater for men than women. This latter finding may be due to a range restriction on job satisfaction for working women. Finally, with respect to cross construct relationships (e.g., work involvement and family role behavior or family role behavior and satisfaction with work) no single model fits the studies reviewed.

Couples' Model

There is a substantial amount of theorizing and informal empirical literature, and a little formal empirical research, that suggest inter-spouse, inter-role relationships. Figure 2 shows the intra and inter-spouse role relationships for a couple in which both are working. The first section of this manuscript reviewed literature relevant to work-family role relationships at the individual level of analysis with respect to involvement, behavior and attitudes. These relationships are indicated by the X and Y arrows in Figure 2. Arrows labeled A-D show inter-spouse role relationships. Each relationship is indicated by two arrows since his work role involvement, behavior or attitudes could affect her work role involvement, behavior or attitudes or vice versa.

Insert Figure 2

Evidence for the existence of inter-spouse relationships is as follows:

Arrow A. Employees whose wives were involved in their own work were less willing to accept a job transfer than employees whose wives were not involved in their own work (Brett & Werbel, 1980). There were no significant differences with respect to willingness to transfer between employees whose wives were not involved in their own jobs and employees whose wives did not work at all (Brett & Werbel, 1980). Husbands' current occupational status is negatively affected by wives' occupational status at the time of marriage, according to Sharda and Nangle's (1981) 10-year longitudinal study. According to Pfeffer and

Ross (1982), there is a positive effect on men's salary attainment of being married, but a negative effect of having a working wife. These effects, moreover, are larger for managerial and professional samples than for blue collar workers.

Arrow B. Husbands' attitudes regarding the employment of women change to conform to their wives attitudes and behaviors (Spitze & Waite, 1981). Wives in turn enter the labor market or not in accordance with their perceptions of their husbands' wishes (Spitze & Waite, 1981). Employed women who want their husbands to do more housework and childcare are less satisfied with their marriages (Yogev and Brett, 1983) and their family adjustment and well-being are significantly lower (Pleck, 1982) than women who do not wish their husbands' share to increase.

Arrow C. Some jobs, like the clergy or the diplomatic corps, so absorb the wife in the husband's work role that Papanek (1973) describes the resulting job as a two-person career. Guest and Williams (1973) found that among executives of international companies, the most important influence on satisfaction with overseas assignments and work performance was the adjustment of the executives' wives to the foreign environment. Burke, et al. (1980) found that greater occupational demands reported by husbands were associated with greater life concerns and lesser well-being among their spouses.

Arrow D. The impact of wives' employment on husbands' family participation and satisfaction is the focus of a large empirical literature which is full of conflicting results. In some studies, husbands of working wives show greater family participation in response to wives' employment (Holstrom, 1972), while in other

studies, no alteration is found (Pleck, 1981). The same conflicting results exist with regard to marital satisfaction of dual-earner versus single-earner couples. Some researchers find more conflict and less marital happiness in dual-earner couples than single-earner couples (Blood, 1983, Nye, 1959), while other studies find more marital happiness and satisfaction (Rapoport, 1974; Dizard, 1968, Birnbaum, 1971), more sharing and enjoyment (Holmstrom, 1972, Safolios-Rothschild, 1970). Some studies report less marital satisfaction for the husbands of employed women than husbands of housewives (Axelson, 1963; Yankelovich, 1974; Orden & Bradburn, 1969), while others found more marital satisfaction for the employed women than the housewives (Poloma & Garland, 1971; Burke & Weir, 1976).

Several researchers and theoreticians have proposed models of couples which attempt to characterize cross-spouse role relationships. Poloma and Garland (1971) contrast traditional and nontraditional couples. Hall and Hall (1979, 1980) describe acrobats, adversaries, allies and accommodators. Young and Wilmott (1973) contrast role-symmetrical (dual-earner couples) versus role asymmetrical couples (single-earner couples). Bailyn (1970) characterizes conventional and coordinated couples, and in (1978) differentiated and equal-sharing couples. Jones and Jones (1980) describe liaison, state, morganatic, love and magnetized relationships. Evans and Bartholomew (undated) describe single-earner couples as spillover, independent, conflict, instrumental, compensatory or combinations thereof. Each of these characterizations is limited. Some of these models are purely theoretical (e.g., Hall and Hall, 1979, 1980)--that is, they were neither generated from formal data nor have they been tested formally

against empirical data. Others were derived qualitatively from data, e.g., Jones and Jones (1980) and not independently confirmed. Still others were not derived on dual-earner couples. Yet, the models in the literature do lay the ground work for a general model of work and family role interaction which is appropriate to dual and single earner couples. The literature suggests that couples need to be conceptualized psychologically in terms of his work and family involvement and her work and family involvement (Hall and Hall, 1979; 1980; Bailyn 1970; 1978). As Bailyn points out, simply characterizing a woman by whether or not she works does not capture her ideological commitment to work and family. Second, models or patterns of couples' work and family involvement are meaningless unless the different patterns relate to attitudes and behavior in systematic ways. Third, any general model must be capable of generating a variety of patterns. If so many researchers have been able to identify so many different patterns, it seems likely that in the populations of dual and single earner couples, multiple patterns exist.

Figure 3 presents our general model of work and family role interaction.² The model is defined by two constructs: work involvement and family involvement. We propose that dual-earner couples can be characterized by his work and family involvement and her work and family involvement and that single-earner couples (in which he works) can be characterized by his work and family involvement and her family involvement. This model generates five general patterns of couples: independent; all roles symmetric; symmetric family - asymmetric work; asymmetric family - symmetric work; all roles asymmetric. The

patterns are expected to be differentially related to attitudes and behaviors.

Insert Figure 3

Independent. The independent pattern proposes no significant relationships in any of the cells in Figure 3. If the independent pattern is confirmed, we cannot characterize couples according to Figure 3 because there is no stable (inter-spouse) pattern of work and family involvement with respect to attitudes and behaviors.

Symmetric all roles. There are four cells in Figure 3 in which dual-earner spouses are both similarly involved in work and family roles (cells 1, 6, 11, 16). Hall and Hall (1979, 1980) characterize high work high family cell one couples as acrobats; Jones and Jones (1980) call them magnetized; Bailyn (1978), equal sharing. Hall and Hall describe cell 6 couples as adversaries or allies. Couples in this low family, high work cell may also correspond to Jones and Jones' (1980) state category. Cell 11--low work, high family--corresponds to the Halls' (1979, 1980) allies' category and the Jones' (1980) love marriage. Bailyn (1978) points out that a very effective coping style might be one (as in cell 6 or cell 11) in which both partners limit involvement in one or the other areas. Theorists don't discuss cell 16 couples who are low on work and family.

Single-earner couples are symmetric if they are in accord on family involvement regardless of whether or not high or low job involved (cells 17, 20, 21, 24).

Symmetric family - asymmetric work. The symmetric family - asymmetric work couples are in cells 3, 8, 9 and 14. These are couples in which both spouses have high family involvement (cells 9 and 3) or low family involvement (cells 14 and 8) but each spouse's work involvement differs from the other's. There is little discussion of couples such as these in the literature, despite the fact that cell 3 seems likely to characterize many dual-earner couples. As previously cited (see Footnote 1), women are likely to hold lower status jobs than their husbands, and at least some husbands' family role behavior changes to compensate for the wife's working.

Symmetric work - asymmetric family. The symmetric work - asymmetric family couples are in cells 2, 5, 12 and 15. These are couples in which both spouses have high work involvement (cells 5 and 2) or low work involvement (cells 15 and 12), but each spouse's family involvement differs from the other's. There is also little discussion of couples such as these in the literature.

Asymmetric - all roles. The dual-earner couples who are asymmetric in all their roles are in cells 4, 7, 10 and 13. Cell 7 is the traditional couples' pattern described by Poloma and Garland (1971) in which he is high work involved and low family involved and she is low work involved and high family involved. Hall and Hall (1979, 1980) call these couples accommodators.

Among the single-earner couples, asymmetric cells are 18, 19, 22 and 23. Cell 19 represents the traditional couples in which he is high work involved and low family involved and she is high family involved.

Rationales for symmetry and asymmetry in work roles. There are plausible rationales for dual-earner couples to be symmetric with

respect to work and family roles, but there are also plausible rationales for couples to be asymmetric. The homogamy model of mate selection (Kerckhoff and Davis, 1962), i.e., people select mates who are similar to themselves, offers a possible rationale for symmetry in both work and family roles. A second rationale is the accommodation model of family functioning (Spiegel, 1971), i.e., an individual's orientation may change to be more like his/her spouse's in order to lessen tension/conflict and restore balance in a relationship.

Couples are likely to be asymmetric because of childhood socialization according to traditional sex role stereotypes and influence from sex role stereotypes existing in our culture today. Work involvement is likely to be asymmetric also because of the different types of jobs held by men or women. Lower status jobs have characteristics that prohibit involvement from all but the most dedicated people. Women overwhelmingly hold these lower status jobs.

Methods

Sample

Data were collected from a sample of male and female employees of a large midwestern, high technology organization and their spouses. The sample was selected in the following way. All Chicago area employees received a mailing which included a letter from the firm's president encouraging employees to cooperate with a university study of work life and family life and a letter from the researchers. The researchers' letter stated that married couples with children living at home were being sought for the study. Couples interested in participating were asked to return a postcard to the researchers.

Approximately 650 postcards were returned. From this group, 376 families were considered eligible for the study. Eligibility requirements included: married and living together; either or both spouses are employed, or if only one spouse is employed it is the husband; children living in the home under the age of 18; no member of the immediate family for whom the adults in the household provide daily care or have ongoing responsibility who suffers from a chronic disease, impairment or handicap. Childless couples (177), couples with a sick/handicapped family member (67), and 31 couples who were not married or in which husband was unemployed were excluded.

Identical questionnaires, one for the husband, one for the wife, were sent to each of the 376 eligible couples. The response rate was 64 percent. The resulting file consists of 239 couples. In 136 of these couples, both spouses are employed and in 103 only the husband is employed. The analysis sample is slightly smaller due to missing data on some items.

The demographic characteristics of the sample are as follows: The average male is between 36 and 40 years old and does not have a college degree. He is working full time, earning between \$16,000-\$30,000 per year and has been in the work force between 16 and 20 years. Twelve percent of the males hold blue collar occupations, 30 percent are managers and 58 percent hold other white collar jobs. The average female in the sample is between 31 and 35 years old, and is at least a high school graduate. Forty-three percent of these women are not working, 19 percent are working less than full time and 38 percent are working full time. Average annual earnings for the employed women are between \$11,000 and \$15,000.

Measures

Job Involvement. Job involvement was measured with the instrument developed by Lodahl and Kejner (1965). This instrument uses a 5-point Likert response format ranging from strongly agree to strongly disagree. The scale characteristic data for job involvement and other scales appear in Table 1 broken down by sub-population: men whose wives are employed, men whose wives are not employed, employed women, unemployed women. The coefficient alpha for the entire sample was .80.

Insert Table 1 here

Family Involvement. Family involvement was measured with an instrument developed particularly for this research. The instrument was modeled after the Lodahl and Kejner (1965) job involvement instrument. It focuses on two family roles: spouse and parent. Appendix I contains the items comprising the instrument after item analysis. Items were measured in a 5-point Likert response format like the job involvement instrument. Its coefficient alpha is .80. The scale characteristics by subpopulations are in Table 1.

Role Behavior Items. The role behavior items are a set of single item, closed ended, self-reports about income, hours of work, amount of overnight travel, frequency of arriving at work late, frequency of arriving at home late, participation in activities with children (a count measure), likelihood of staying home from work to care for a sick child, own share of housework and childcare and spouse's share of housework and childcare. Appendix II presents the exact wording of

each item and its response format. Table 1 presents the item characteristics by subpopulation.

The set of role behavior items by no means completely covers the concepts of work and family role behaviors. The most obvious omission is amount of time spent in family roles. While such data were collected, their quality, perhaps because they were simple estimates not time diary data, was poor and they were not used. Had these data been usable, their ipsative nature would have posed severe analytic problems.

Role Attitude Scales. The role attitude scales measure intrinsic motivation (Hackman & Lawler, 1971), coefficient alpha .81; organizational commitment (Patchen, 1965), coefficient alpha .83; job satisfaction (Quinn & Staines, 1977), coefficient alpha .79; marital consensus (Spanier, 1976), coefficient alpha .89; and marital satisfaction (Spanier, 1976), coefficient alpha .87. In addition two measures of perceptions of own and spouse's role load were included. These scale items are presented in Appendix III. The coefficient alphas were: self load, .78; spouse load, .77. Items were measured on a 5-point Likert-type scale ranging from almost all the time to never. A high score indicates a heavy work-family load. Table 1 presents the characteristics of each of these role attitude scales by subpopulation.

Job status was measured by grouping U.S. Census of occupation codes into seven categories: blue collar/manual, white collar clerical, teachers, sales, white collar/technical, managers, and professionals.

Family stage was measured in terms of age of the youngest child. Categories were: 0-12 months, 13 months - 3 years; 3 years, 1 month - 6 years; 6 years, 1 month - 12 years; 12 years, 1 month - 18 years; 18 years, 1 month or more.

Analysis

Individual level. At the individual level data were analyzed using Pearson correlations within subpopulation group (according to the matrix in Figure 1): men with employed wives, men with housewives, and employed wives.

Couples level. There are a variety of ways to conceptualize couples for data analysis. Family therapists, who take the family systems approach, observe individual family members, and family members in interaction and come up with a characterization of the family as a whole. Empirical research on couples measures each spouse separately and then either evaluates cross-spouse relationships, thereby avoiding any characterization of the couple, or characterizes the couple as the average of the two spouses. Empirical research on groups which has utilized both of these latter techniques has shown that neither approach characterizes group product very well (Davis, 1969). Hence, we doubt that either technique will come close to capturing the richness of a couple's relationship that is present on the family therapist's approach. We propose to study patterns of couples, built upon relationships between individual-level measures. By studying patterns we hope to capture some of the richness of the family systems perspective, and at the same time, preserve the methodological rigor of the empirical researcher's measurement technique.

At the couple's level of analysis, canonical correlation was used. Canonical correlation is an analytic model which represents the relationships between two sets of variables as n correlations between n factors or linear combinations of the first set and n factors or linear combinations of the second set, with all other correlations among factors held to zero (Cooley and Lohnes, 1971). In this study, interpretation is based on the correlations of the variables in each set with the n factors or linear combinations corresponding to each subsequent canonical correlation. These are commonly called structure correlations.

While, as Cooley and Lohnes (1971;176) point out, "The canonical model appears at first to be a complicated way of experiencing the relationship between two measurement batteries. In fact, it is the simplest analytic model that can begin to do justice to this difficult problem of scientific generalization". In this study, the canonical model has the additional feature of allowing us to test the validity of the five patterns of the intersections between work and family involvement in terms of work and family role behavior and work and family attitudes. Four canonical analyses were run testing 1) the relationships between work and family involvement and role behavior in dual-earner couples; 2) the relationships between work and family involvement and attitudes in dual-earner couples; 3) the relationships between his work involvement and his and her family involvement and role behavior in single earner couples; and 4) the relationships between his work involvement and his and her family involvement and attitudes in single-earner couples.

Results

Individual-Level Analysis - Differences between Subsamples

Work. Table 1 shows large differences between the three employed subsamples: men with employed wives, men with housewives and employed wives on all work attitudes and behaviors except getting to work on time and job satisfaction. In all cases, it is the employed women whose attitudes about work are more negative than their husbands or than men whose wives are not employed. These women are also earning less, working shorter hours, traveling less and more likely to stay home with a sick child than either group of men.

When job status is covaried in these analyses, the only relationship that goes to zero is intrinsic motivation. Controlling for job status does, however, result in significant differences between subpopulations with respect to getting to work on time and job satisfaction. Men whose wives are employed and employed women are less likely to get to work on time than men whose wives are not employed. Employed women are less satisfied with their jobs than their husbands or men whose wives are not employed, when job status is controlled.

Family. There are significant differences between all four subsamples: men with employed wives, men with housewives, employed women and unemployed women on family involvement and all the family behavior variables: own share of childcare and housework, spouses' share of childcare and housework, activities with children; but not with respect to marital consensus and marital satisfaction. Women who are not employed are more involved with family than the other three groups, including employed women. On all the other significant variables, the differences are between men and women, regardless of

women's employment. Women are more involved with children's activities, they report that they themselves are doing more housework and childcare than do their husbands and their husbands agree with their assessment.

When family stage is covaried from these analyses, all significant differences except family involvement go to zero. The data show clearly that differences between men and women's participation in family activities has a great deal to do with age of the youngest child. Women in the sample with young children are less likely to be employed than women with older children. Furthermore, women with young children are more involved with childcare and housework regardless of their employment status than are their husbands. As the youngest child grows up, the differences between men and women disappear on all variables except family involvement. It is important to notice that the housewives were in earlier family stage than employed women, thus their greater participation in family activity might be due to family stage rather than employment status.

Individual Analysis - Testing the Theoretical Models

Tables 2 & 3 show the correlations between measures of work and family involvement, behaviors and attitudes for four subpopulations: men with employed wives - upper left triangle Table 2; men with housewives - lower right triangle, Table 2; employed women - upper right triangle Table 3; and unemployed women lower left triangle Table 3. This latter triangle is truncated because the work variables are not relevant to these women.

Insert Tables 2 and 3

Work - Intra-Role Relationships: Involvement and Behaviors. Work

involved employees in all three groups: men with employed wives, men with housewives, employed wives, are earning higher wages and likely to be later coming home at night than less involved employees.

Involved employees who are members of a dual-earner couple are also more likely to be working longer hours and traveling more than their less involved counterparts. Hours and travel do not differentiate between work involved and work uninvolved men whose wives are not employed. Work involved women and work involved men whose wives are not employed are less likely to be late to work because of family responsibilities than their counterparts who are less work involved. Being late to work does not differentiate between work involved men whose wives are employed and less work involved men in this subpopulation.

Work - Intra-Role Relationships: Involvement and Attitudes. Work

involvement is significantly correlated with all attitudes measured: intrinsic motivation, organizational commitment, job satisfaction for all three subpopulations who are working.

Work - Intra-Role Relationships: Attitudes and Behaviors. One

relationship of the twelve tested was significant in all three employed subpopulations: organizationally committed employees, regardless of their status as a member of a single or dual-earner family are seldom late for work because of family responsibilities. Men with employed wives who (the men) travel frequently are also intrinsically motivated and organizationally committed. The frequent travelers among men whose wives are not employed and among employed women, in

contrast, are the ones who are satisfied with work. Intrinsic motivation and organizational commitment are correlated with arriving home late only among men whose wives are employed. Wages are correlated with intrinsic motivation only among employed women.

Summary. The intra work-role data for the three employed subpopulations are consistent with the literature on job involvement and behavior and attitudes. Job involvement is related to work attitudes and behaviors in all three subpopulations. Work behaviors and the other work attitudes measured here: intrinsic motivation, organizational commitment and job satisfaction were less strongly related and the relationships, except for being late to work and organizational commitment, were not consistent across subpopulations.

Family- Intra-Role Relationships: Involvement and Behaviors Attitudes.

In general family-involved men and women report that their spouses are doing their share of the housework and childcare, are satisfied with their marriages and report a high degree of marital consensus. The only exception is among women who are not employed. They report their husbands do more than their share of the childcare but less than their share of the housework. Furthermore, women who are family-involved regardless of employment status, are also involved in activities with their children. Such is not the case for family-involved men.

Family - Intra-Role Relationships: Behaviors and Attitudes.

In general men and women who are satisfied with their marriage believe their spouses are doing their fair share of housework and childcare. (See Yogev and Brett, 1983 for further details). The only exception is among family-involved men whose wives are employed.

These men do not report their wives are doing more than their share of childcare. One odd result is the negative correlation between marital satisfaction and consensus and self share of housework and childcare in both employed and unemployed women's sub-populations. These relationships may be due to a sex-role stereotype about housework. This stereotype dictates that all family work is women's domain. Since, according to Pleck (1981), husbands today contribute a greater share to housework than 10 years ago and wives contribute a lesser share, these women may see themselves as breaching the norm, by doing less than their normative share.

Work and Family Inter-Role Relationships: Involvement in Work and Family. Work involvement and family involvement are not significantly correlated among employed women, or men with housewives. The relationship between work and family involvement among men whose wives are employed is significant ($r=.18$) but low-powered ($p_.05$).

Work and Family - Inter-Role Relationships: Involvement in Work and Family Attitudes and Behaviors. In general there is very little evidence for the spillover or compensatory models in the relationships between work involvement and family attitudes and behaviors. There are no significant correlations for men with employed wives. Work involved men whose wives are not employed see themselves as doing more than their fair share of childcare more often than less work involved men in this subpopulation (spillover). Work involved women report participating in fewer activities with children than their less work involved counterparts.

Work and Family - Inter-Role Relationships: Family Involvement and Work Behaviors and Attitudes. Family involvement correlates with

intrinsic motivation for all three subpopulations, with organizational commitment for men, and job satisfaction for employed women and husbands of housewives. Employed women who are family involved are earning less than those who are less family involved. In general all these correlations between family involvement and work behaviors and attitudes are of low power $r_{.20}$. All the correlations support the compensatory model except the correlations with wages for employed women which support the spillover model.

Work and Family - Inter Role Relationships: Work Behavior and Family Attitudes and Behavior. The major conclusion to be drawn from the correlations between work behavior and family attitudes and behavior is support for the segmented model in all three employed subpopulations. Among employed women, only 8 of a possible 40 correlations were significant and all were negative, thus, when there were significant relationships they support the compensatory model. Women who are earning high wages, do less with their children and are less satisfied with their marriages than women who are earning less. Women who are working more hours are less likely to stay home with a sick child than women who are working fewer hours. Finally, women who are dissatisfied with their marriages are more frequently late getting to work and late coming home than women who are satisfied.

The five significant correlations between work behavior and family attitudes and behaviors among men with housewives split 3 and 2. Three of the relationships support the compensatory model. Men with housewives who are dissatisfied with their marriages and marital consensus tend to be later getting home from work than those who are satisfied with their marriages. The men with housewives who think

they do their fair share of housework are working fewer hours and less likely to be late to work because of family responsibilities than men who think they do less than their fair share of housework. Support for the spillover model among men whose wives are unemployed comes with respect to children's activities. Men who report involvement in childrens' activities are earning more and traveling more than men who are less involved in childrens' activities.

The four significant correlations for men whose wives are employed support the compensatory model. Men who earn high wages are less likely to stay home with a sick child than those who earn less. Men who work long hours report themselves as doing less than their share of housework and their spouses as doing more than their share of housework and childcare than men who work fewer hours. (Here the wife's family behavior compensates for the husband's work behavior).

Work and Family Inter-Role Relationships - Work Attitudes and Family Attitudes and Behavior. There is somewhat more substantial support for the spillover model in correlations between work attitudes and family involvement, behavior and attitudes than was found with respect to work behavior.

Among men with employed wives, 50 percent of the correlations are significant. The spillover model is supported by relationships between marital satisfaction and consensus and intrinsic motivation, organizational commitment and job satisfaction among men whose wives are employed. There is also support for the compensatory model among this group of men with employed wives. The compensation is in terms of the men's subjective perception that their working wives are managing their own, plus their husband's responsibilities at home.

Men who think their employed wives do more than their (the wives) share of the housework are motivated at work, committed to their organizations and satisfied with their jobs. Men who report their wives doing more than their (the wives) fair share of childcare are intrinsically motivated at work and men who report they are doing less than their own share of the housework are more committed to their organizations than those doing more than their share of housework.

All but one of the five significant correlations among work attitudes and family involvement, and attitudes and behavior for employed women support the spillover model. Employed women who are satisfied with their jobs are more likely to be family involved, do more than their fair share of housework, and report high marital consensus and marital satisfaction than women who are less organizationally committed - another result supporting the spillover model. The sole relationship supporting the compensatory model for employed women is between intrinsic motivation and participation in children's activities. Those women who are involved in children's activities are less likely to be intrinsically motivated by their jobs. Yet, women who are intrinsically motivated at work are more psychologically involved with family than women who are less motivated at work - again evidence for the spillover model.

Only four correlations were significant for men whose wives are unemployed. All support the spillover model. Those who are intrinsically motivated report doing more than their fair share of childcare and marital consensus. Those who are organizationally committed report doing more than their share of housework and childcare.

Summary Inter-Role Relationships. No one model - segmented compensatory, or spillover-accounts for all the relationships studied within any of the three subpopulations - men with employed wives, men with housewives, employed women. In general however, involvement in work and family is segmented as is work involvement and family attitudes and behaviors. Work behavior and family involvement, attitude and behavior relationships, when significant, tend to follow the compensatory model, as do work attitudes and family behavior. Work attitudes and family involvement and attitudes tend to follow the spillover model. No subpopulation can be said to follow any particular model more than another.

Couples Models - Employed Couples

Role Involvement and Role Behavior. Table 4 presents the results of the canonical analysis of employed couples' work and family involvement and role behavior. There were two significant patterns of relationships. The first pattern, which accounts for 50 percent of the relationship among the two sets of variables supports the independent model. It is defined almost exclusively by her work involvement. Among couples in which the wife is very work involved, she is earning more money, working longer hours and is more frequently late coming home from work than working wives who are less work involved. His involvement in work and family and her involvement in family do not really contribute to this pattern. The only indication of any cross-spouse or cross-role relationship is with respect to perceptions of own share of childcare. Among dual-earner couples, when she is high job involved, he thinks he is doing his share of childcare.

Insert Table 4

The second pattern, which accounts for 26 percent of the relationship among the two sets of variables is orthogonal to the first. It is defined primarily by her family involvement, but the structure correlations for the involvement variables suggest general support for a symmetric model, though his family involvement is not so strong as hers and her work involvement is not so strong as his. Among these couples, whose symmetry is positive (the opposite or negative end of the dimension characterizes couples in which involvement in both work and family is low, especially her involvement in family), she is involved in children's activities and thinks her husband is doing his share of housework and childcare. He is working long hours, traveling, but earning less than men in negatively symmetric couples.

Role Involvement and Role Attitudes. Table 5 presents the results of the canonical analysis of employed couples work and family involvement and attitudes. There were four significant patterns. The first pattern which accounts for 50 percent of the relationship between the two sets of variables is defined by couples who are symmetric with respect to family involvement and asymmetric with respect to work involvement. At the positive end of this dimension are couples who are both involved in family, but she is not involved in work. His work involvement is generally positive. The family role symmetry is nicely reflected in the high positive structure correlations with marital consensus and marital satisfaction. The work role

asymmetry is reflected in the opposing signs of the structure correlations for the work attitude variables: he is intrinsically motivated by his job, she is not; he is committed to his organization, she is not; he is satisfied with his job and she is neither satisfied nor dissatisfied.

Insert Table 5

The second pattern of involvement and attitudes for dual-earner couples accounts for 32 percent of the relationship between the two sets of variables. Like the first pattern, it reflects symmetry in family roles and asymmetry in work roles. At the positive end of this dimension are couples who can be characterized by his high work involvement and her low work involvement and their mutually low family involvement. This pattern is reflected in the attitude structure correlations. All her work attitudes are negative and both of their marital attitudes are negative.

The third pattern of involvement and attitudes for dual-earner couples accounts for 10 percent of the relationship between the two sets of variables. It is orthogonal to the first two patterns. Here we find couples who are symmetric in terms of work and asymmetric with respect to family. The positive end of this dimension characterizes couples both of whom are involved in work. She is also involved in the family but he is not. As one would expect with this pattern, both his and her attitudes toward work are positive. He, however, sees marital consensus as low, while she is satisfied with the marriage and

believes that his work and family responsibilities are overloading him.

The fourth pattern of involvement and attitudes for dual-earner couples accounts for 8 percent of the relationship between the two sets of variables. Like the third dimension it reflects symmetry in work roles and asymmetry in family roles. At the positive end of this dimension are couples who can be characterized by low work involvement. His family involvement is also low, while hers tends to be positive. Neither spouse is positive about work, neither sees himself or the other person as overloaded by work and family role responsibilities. She is basically positive about the marriage while his marital attitudes could be positive or negative.

In summary, going back to Figures 2 and 3, we have found evidence for the independent model in the first behavior dimension and moderate support for the symmetric model of cells 1 and 16 in Figure 3 in the second behavioral dimension. The attitude dimensions are more interesting because they show symmetry in one role and asymmetry in the other. The first attitude dimension corresponds to cells 3 and 14 in Figure 3, positive symmetry in family roles and asymmetry in work roles where he is work involved and she is not. The second attitude dimension corresponds to cells 8 and 9 in Figure 3, negative symmetry in family roles and asymmetry in work roles, where he is work involved and she is not. The third attitude dimension corresponds to cells 5 and 12 in Figure 3, positive symmetry in work roles and asymmetry in family roles, where she is family involved and he is not. The fourth attitude dimension corresponds to cells 15 and 2 in Figure 3, negative

symmetry in work roles and asymmetry in family roles where she is family involved and he is not.

It is useful at this point to consider the cells in Figure 3 for which there was no confirmatory evidence. Six cells are empty, cells 4, 7, 10 and 13 on the off diagonal and cells 6 and 11 in the diagonal. It is particularly important to note that cell 7 which characterizes traditional couples was not confirmed in any analysis for dual-earner couples.

Couples Models - Single-Earner

Role Involvement and Role Behavior. Table 6 presents the results of the canonical analysis of single-earner couples' work and family involvement and role behavior. There was one significant pattern which accounted for 47 percent of the relationship among the two sets of variables. The pattern is defined by his high job involvement and low family involvement. Her family involvement while slightly negative, does not contribute much to the characterization of these couples, hence the pattern fits the independent mode. The structure correlations reemphasize that this is not a traditional single-earner pattern. He is earning a high salary as one would expect of someone involved in work. She is not a traditional housewife, however, as she thinks she is doing more than her share of housework and childcare and she thinks he is doing less than his share.

Insert Table 6

Role Involvement and Role Attitudes. Table 7 presents the results of the canonical analysis of single-earner couples' work and

family involvement and attitudes. There were three significant patterns. The first pattern which accounts for 55 percent of the relationship between the two sets of variables, fits the independent model. It is defined in terms of his job involvement. The structure correlations show strong positive relationships between this first dimension and his intrinsic motivation, organizational commitment and job satisfaction.

Insert Table 7

The second pattern of involvement and attitudes for single-earner couples accounts for 30 percent of the relationship between the two sets of variables. It, too, fits the independent model. It is defined in terms of his family involvement. Among single earner couples, when he is very uninvolved with his family role, he is also very dissatisfied with the marriage. There is a tendency for her to also be slightly dissatisfied with the marriage, but her family involvement is positive.

The third pattern of involvement and attitudes for single-earner couples accounts for 15 percent of the relationship between the two sets of variables. This pattern, too, fits the independent model. It is defined in terms of her family involvement. When she is very family involved, she is particularly satisfied with the marriage. He is also satisfied with the marriage, though not particularly involved with the family.

In summary, looking at Figure 3, we have found no evidence in support of any of the cells in the single-earner's section of Figure

3. We do not find with respect to attitudes or behavior, the traditional cell in which he is high job involved, low family involved and she is highly involved in the family. Likewise we find no evidence for the family involvement symmetric cells as we did for the dual-earner couples. These single earner couples show a substantial degree of segmentation. When he holds his work and family roles separate, she is not content to play the traditional role of housewife-mother who absorbs willingly a large portion of the family role involvement.

Discussion

At the individual level of analysis, for the most part, our findings are consistent with the literature. With regard to intra-work role relationships, we found as expected, that job involvement is related to work attitudes and behaviors in all three subpopulations: employed women, husbands of housewives and husbands of employed women, despite the fact that employed women in general are less involved with work, more negative about work, earning less, working fewer hours, etc., than men. The important point is that when women are job involved, their work attitudes and behaviors are very similar to the work attitudes and behaviors of work-involved men.

With regard to intra-family role relationships, we found, in general, that family-involved individuals, regardless of sex or employment status, are satisfied with their marriages and report their spouses are doing their share of the family work. Further more, women who are family-involved participate in activities with their children, although this is not true for family-involved men. Interestingly, employed women are not more family involved than their husbands or the

husbands of housewives (but this might be connected to different family stage-younger children of housewives, rather than employment status).

With regard to work and family inter-role relationships, we found substantial evidence for the segmented model; most correlations were not significant. Work and family involvement are not significantly correlated among employed women or husbands of housewives. While there is a significant positive correlation between work and family involvement among husbands of employed women, the relationship is of low power.

Family involvement does correlate in a spillover-model fashion with work attitudes other than job involvement, but the relationships in all three subpopulations are of low power. In contrast, work involvement does not seem to spillover or compensate for family attitudes. There were no significant correlations between work involvement and marital consensus or satisfaction in any of the three subpopulations.

Work behavior and family involvement, attitudes and behavior relationships are seldom significant. Those few correlations that are significant tend to follow the compensatory model, as do the few significant correlations between work attitudes and family behavior. There is support for the spillover model among the significant correlations between work and family attitudes.

The results at the individual level analysis yield some support for each of the three traditional models regarding the intersection of work and nonwork. No one model (segmented, compensatory, or spillover) accounts for all the results. In addition, no

sub-population (employed women, husbands of housewives, husbands of employed women), can be said to follow any particular model.

Near, Rice and Hunt (1980) argue that these three traditional models of the relationships between work and nonwork do not account for the accumulated data, and that, in fact, workers come to terms with the demands of their work and nonwork lives in a greater variety of ways than can be characterized by three models at the individual level of analysis. Near, Rice and Hunt (1980), however, do not suggest what these "varieties of ways" might be.

The results of our couples' level of analysis suggest that at least among dual-earner couples, family dynamics account for some of the variance in individuals' work and family attitudes and behaviors. Dual-earner couples were characterized by six significant patterns of work and family involvement -- two with respect to work and family behaviors, four with respect to work and family attitudes. Only one of the behavior patterns corresponded to the independent model at the couples' level of analysis. The others show full symmetry, or a mixture of symmetry and asymmetry. None was fully asymmetric. Thus, there is no support for the heterogamy model of mate selection [e.g., opposites attract each other, (Goldberg and Deutsch, 1977)]. It is possible that the tension in the all-roles asymmetric is too great to tolerate and these marriages do not endure in large numbers.

Dual-earner couples' work and family attitudes and behaviors can be characterized by patterns of the spouses' work and family role involvement. Furthermore, patterns are frequently symmetric with respect to one role and asymmetric with respect to the other, but in no instance did we find evidence for the traditional pattern in which

he is high job involved, and low family involved; and she is high family involved, and low job involved.

There was also no evidence for the traditional pattern among the single-earner couples. The men in the behavior-analysis pattern look like the traditional pattern, but their wives' involvement does not conform to the traditional pattern. Indeed, all four patterns among single-earner couples fit the independent pattern and support the image of two people whose work and family involvement do not meet in any systematic way.

Going back to the individual level of analysis and the three models for interaction between work and family (segmented, spillover and compensatory), it is possible that the reason one model does not prevail over the others is that these three individual models do not take into account family dynamics and do not consider each spouse's involvement in work-family roles. Thus, dual-earner couples for the most part interact in a way that will not yield support for any of the three individual-level models.

On the other hand, all four patterns among single-earner couples fit the independent pattern and support the concept of the couples as two independent individuals. Thus, there is greater interaction and integration among dual-earners and more segregation among single-earner couples.

The important result of this study is the demonstration of the gain in understanding work-family relationships due to analyzing the data at the couples' level, taking into account each spouse's work and family role involvement particularly with dual-earner couples. In order to predict work and family attitudes behavior of dual-earner

individuals, we need to take into account not only the individual's involvement in these two roles, but also his/her spouse's involvement. Two employed married people form a unit which affects the behavior, attitudes and involvement of each spouse in a way not captured by individual-level analysis.

There are numerous limitations to this study. While these patterns of dual-earner couples exist in this sample with respect to these measures of work and family involvement, behaviors and attitudes taken in this study, other research using a different sample (albeit dual-earner couples with children in the home) and different instruments are likely to confirm some of these patterns, disconfirm others, and confirm patterns that were not confirmed in this study. Such future research findings are to be expected and in no way negate the validity of the patterns found in these data. However, it is only through the accumulation of future research that a determination can be made as to whether or not the patterns found in this study are widespread among employed couples.

It is also possible that the patterns found in this research will become obsolete as social values change. In this case, we would expect research ten years hence on a similar sample using similar instrumentation to largely disconfirm the patterns found here. Such disconfirmation does not destroy the validity of these results. It only adds evidence that social patterns are changing.

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Footnotes

¹This difference in power between work and family satisfaction relationships for men and women may be due to a range restriction. For example, in a national random sample survey study, the women's occupational status will be lower than the men's. To the extent that occupational status is correlated with job satisfaction, the range on job satisfaction for women will be less than for men. The lower correlations for women than men would occur, if the range in work satisfaction is restricted for women, but the range in family satisfaction is equally broad for men and women.

²Figure 3 is an idealized model (involvement is not a dichotomous variable and there are likely to be many people whose involvement in work or family is moderate) of the intersection between work and family involvement for dual- and single-earner couples.

Table 1
Characteristics of Scales and Items by Subpopulation and Differences Between Subpopulations

Scale or Item	Men Employed Wives			Men Housewives			Employed Women			Housewives			Total			Groups	Univariate F	Partial F	
	M		N	M		N	M		N	M		N	M		Sd				N
	M	Sd		M	Sd		M	Sd		M	Sd								
Work Involvement	61.17	7.35	129	61.67	6.86	101	55.86	7.12	133				59.37	7.60	363	1-3	21.87**	34.56***	
Wages	6.0	2.31	139	7.19	2.68	99	2.71	1.37	136				5.12	2.84	374	1-3	72.62**	119.39***	
Hours	51.46	15.60	140	53.60	16.87	99	43.91	18.90	136				49.13	17.73	376	1-3	6.14*	11.74***	
Overnight Travel	2.31	1.38	138	2.34	1.39	101	1.12	.54	134				1.39	1.29	373	1-3	36.37**	72.99***	
Late to Work	.917	1.80	133	1.64	.66	101	1.78	.97	130				1.75	.87	364	1-3	NS	10.38***	
Late Home	1.06	3.07	137	3.14	1.19	100	2.57	1.18	132				2.91	1.16	369	1-3	5.76*	17.48***	
Intrinsic Motivation	23.38	3.58	139	24.12	3.78	100	22.41	3.71	135				23.23	3.73	374	1-3	4.06*	NS ^a	
Organizational Commitment	11.36	2.36	137	11.69	2.30	101	10.60	2.20	135				11.17	2.32	373	1-3	5.71*	4.12***	
Job Satisfaction	.06	3.87	129	.94	3.08	93	-.72	3.80	126				.01	3.70	348	1-3	NS	5.77***	
Family Involvement	42.39	5.76	137	43.49	4.83	100	42.93	5.76	134				43.36	5.46	470	1-4	7.27**	7.03***	
Family Activity	13.85	4.05	120	14.11	4.04	90	15.01	4.84	116				14.64	4.69	418	1-4	11.58**	NS ^b	
Child's Illness	2.33	.85	132	1.84	.73	92	4.01	1.00	129				2.82	1.28	354	1-3	117.06**	36.37***	
Own share of Childcare	2.99	.63	139	2.76	.62	102	3.37	.65	136				3.16	.70	479	1-4	46.37**	NS ^b	
Own share of Housework	2.80	.68	142	2.67	.65	102	3.43	.76	139				3.09	.79	485	1-4	58.34**	NS ^b	
Spouse share of Childcare	3.43	.70	139	3.60	.75	102	2.79	.68	133				3.12	.78	476	1-4	62.83**	NS ^b	
Spouse share of Housework	3.37	.74	142	3.51	.81	102	2.67	.74	139				3.07	.82	485	1-4	57.18**	NS ^b	
Marital Consensus	47.47	7.05	135	46.73	7.05	98	46.56	9.06	135				47.15	7.90	465	1-4	NS	NS ^b	
Marital Satisfaction	40.79	5.15	140	41.52	4.69	102	40.27	6.43	137				40.94	5.68	479	1-4	NS	NS ^b	

^a covariate: job status

^b covariate: family stage

* p < .05

** p < .01

Table 2
Correlations Between Measures of Work and Family, Involvement, Behaviors and Attitudes
for Men with Employed Wives (upper right triangle) and Men with Unemployed Wives (lower left triangle)

	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18
Work																		
1 Involvement	1.0	.20*	.18*	.16*	.08	.33**	.50**	.52**	.43**	.18*	-.06	-.08	-.08	-.05	.12	.09	.12	.03
Behavior																		
2 Wages	.21*	1.0	.22*	.34**	-.09	-.03	.10	.09	.15*	.03	-.02	-.18*	-.03	.02	-.04	-.12*	.09	.18*
3 Hours	.01	.19**	1.0	.04	.00	.16*	.12	.10**	.03	-.04	-.06	-.02	-.08	-.20*	.15	.16	.03*	-.04*
4 Travel	.15*	.42*	.19*	1.0	.02	.08	.26**	.29*	.09	.11	.13	-.06	-.12	-.06	-.05	-.04	.14	.14
5 Late to Work	-.20*	-.07	.12	-.17	1.0	.16*	.00	-.15*	-.04	-.12	.11	-.02	-.12	-.04	-.03	-.05	.10	-.10
6 Late Home	.18	.06	.09	.07	.19*	1.0	.19*	.20	.09	.04	.09	-.05	.09	.10	.09	-.02	.10	-.06
Attitudes																		
7 Intrinsic Motivation	.48**	-.03	-.11	.10	-.34**	-.08	1.0	.65**	.66**	.24*	-.00	-.07	.03	-.02*	.17*	.17*	.17*	.25**
8 Organizational Commitment	.60**	-.02	.03	.08	-.20*	-.01	.74*	1.0**	.65**	.16*	-.02	-.09	-.11	-.15	.12	.18	.11*	.28**
9 Job Satisfaction	.49	.08	.04	.22*	-.06	-.06	.53**	.61*	1.0	.18	-.07	-.10	-.05	-.06	.10	.15	.19	.27
Family																		
10 Involvement	.02	.01	-.05	.01	-.07	-.17*	.22*	.21*	.04	1.0	.08	-.05	.08	.00	.18*	.15*	.49**	.48**
Behavior																		
11 Activities with Children	.11	.38**	.06	.22*	-.04	-.02	.05	.16*	.18*	.10*	1.0	.20*	-.03	.04	.05	-.01	-.01	-.06
12 Children's Illness	-.03*	-.15	-.10	-.16*	.08	-.12	.01	.11*	.08	-.05	-.12	1.0	.09	-.02**	.00*	.04*	-.01	-.05
13 Own share of Childcare	.23	.08	.02	-.06	-.10	-.11	.24*	.22	.11	.03	.07*	.00	1.0**	.43	-.24*	-.13**	.09	-.05
14 Own share of Housework	.14	.10	-.17	-.03	-.20*	-.10	.16	.21	.09	-.00*	.26	.07	.44**	1.0**	-.23*	-.57**	.11	-.11
15 Spouse share of Childcare	-.03	-.06	-.12	-.08	-.08	.07	-.01	.03	-.06	.21*	-.14	.02	-.35*	-.37**	1.0**	.55	.13*	.06
16 Spouse share of Housework	-.02	-.02	.07	.06	.03	-.07	.03	.00	-.09	.19	-.11	-.05	-.27	-.59**	.56	1.0	.32	.25
Attitudes																		
17 Marital Consensus	.01	.08	.05	.04	-.06	-.20*	.24*	.14	.12	.37**	.05	.07	-.20*	.09	.21*	.23**	1.0**	.66**
18 Marital Satisfaction	-.10	-.10	.05	.03	-.03	-.18	.16	.10	.10	.47	-.06	.04	-.14	-.13	.20	.29	.69	1.0

* p < .05

** p < .01

Table 3
Correlations Between Measures of Work and Family Involvement, Behaviors and Attitudes
for Employed Women (upper right triangle) and Unemployed Women (lower left triangle).

	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18
<u>Work</u>																		
1 Involvement	1.0	.42**	.37**	.17*	.17*	.37**	.36**	.46**	.21*	-.06	-.17*	-.14	.08	.06	.00	-.03	-.06	-.13
<u>Behavior</u>																		
2 Hages		1.0	.56**	.18*	.06	.16*	.15*	.18*	.01*	-.20*	-.22*	-.09*	-.01	-.09	-.02	.05	.21*	.26**
3 Houts			1.0	.12	-.05	.25**	.12	.10	-.05*	-.04	-.13	-.16*	-.04	-.01	-.07	-.05	-.09	-.08
4 Travel				1.0	.08	.27*	.06	.06**	.20*	.03	-.03	-.13	-.13	-.06	.10	.09	.05**	.06*
5 Late to Work					1.0	.23*	-.14	-.27*	-.07	-.02	.05	.13	-.01	-.07	.04	-.04	-.28*	-.18**
6 Late Home						1.0	.08	-.01	-.13	-.04	.08	-.01	.12	-.13	-.11	-.09	-.23	-.30
<u>Attitudes</u>																		
7 Intrinsic Motivation							1.0	.56**	.46**	.17*	-.16*	-.03	-.01	.00	.12	-.02	.08	.03
8 Organizational Commitment								1.0	.52**	.03*	-.05	-.08	-.07	.16*	-.09	-.09	.07*	-.01*
9 Job Satisfaction									1.0	.19	-.01	-.10	-.01	.20	.12	-.06	.17	.15
<u>Family</u>																		
10 Involvement										1.0	.25*	-.09	-.03	.07	.30**	.27**	.54**	.52**
<u>Behavior</u>																		
11 Activities with Children																		
12 Children's Illness										.22*	.0	-.03	.13**	.16*	-.08*	-.07	.10*	.02
13 Own share of Childcare										.04	.14*	1.0	.27	.08**	-.23**	-.12**	-.21**	-.16**
14 Own share of Housework										-.09*	-.06	.40**	1.0	.48*	-.63**	-.27**	-.34*	-.34*
15 Spouse share of Childcare										.20	.00	-.22**	.23**	1.0	-.31	-.50**	-.13**	-.13**
16 Spouse share of Housework										.14	.07	-.32**	-.55**	.57	1.0	.48	.42**	.44**
<u>Attitudes</u>																		
17 Marital Consensus										.28**	.07	-.21**	.40**	.30*	.27	.18	1.0	.82**
18 Marital Satisfaction										.40	.07	-.17	-.32	.27	.18	.77	.77	1.0

* p < .05

** p < .01

Table 4
Results of the Canonical Analysis of Employed Couples'
Work and Family Behavior

Summary Information (n=91)						
Pattern	Eigen Value	% of Variance	Canonical Correlation	Squared Canonical Correlation	F	P
First	1.46	50	.77	.59	2.01	.01
Second	.75	26	.65	.42	1.47	.05

Structure Correlations

Items	First Pattern	Second Pattern
His work involvement	-.20	.36
His family involvement	-.04	.45
Her work involvement	.96	.23
Her family involvement	-.29	.88
His wages	.11	-.32
Her wages	.65	-.09
His hours	.08	.39
Her hours	.44	.05
His travel	-.08	.35
Her travel	.32	.04
His late to work	.02	-.12
Her late to work	-.10	.16
His late to home	-.04	.29
Her late to home	.47	.09
His activities with the children	-.14	.27
Her activities with the children	-.25	.43
His staying home with an ill child	.27	.07
Her staying home with an ill child	-.13	-.06
His share of the childcare	.49	.24
Her share of the childcare	-.08	-.07
His share of the housework	.25	.27
Her share of the housework	.11	-.03
His spouse's share of childcare	-.06	.05
Her spouse's share of childcare	.11	.41
His spouse's share of housework	.00	-.10
Her spouse's share of housework	-.08	.31

Table 5
Results of the Canonical Analysis of Employed Couples'
Work and Family Attitudes

Summary Information (n=126)

Pattern	Eigen Value	% of Variance	Canonical Correlation	Squared Canonical Correlation	F	P
First	1.27	50	.75	.56	4.51	.01
Second	.82	32	.67	.45	3.32	.01
Third	.24	10	.44	.20	2.01	.01
Fourth	.20	8	.41	.17	1.98	.05

Structure Correlations

Items	First Pattern	Second Pattern	Third Pattern	Fourth Pattern
His work involvement	.25	.61	.49	-.57
His family involvement	.67	-.37	-.38	-.52
Her work involvement	-.52	-.63	.31	-.48
Her family involvement	.71	-.40	.53	.24
His intrinsic motivation	-.52	.15	.43	-.48
Her intrinsic motivation	-.21	-.40	.23	-.13
His organizational commitment	.49	.38	.41	-.26
Her organizational commitment	-.46	-.54	.36	-.28
His job satisfaction	.43	.16	.32	-.35
Her job satisfaction	.14	-.44	.36	.07
His role load	-.12	-.01	-.01	-.40
Her role load	-.29	.06	-.14	-.30
His spouse role load	-.26	-.14	.18	-.55
Her spouse role load	.14	-.15	.39	-.16
His marital consensus	.64	-.49	-.30	.02
Her marital consensus	.63	-.55	.15	.31
His marital satisfaction	.68	-.52	-.09	.02
Her marital satisfaction	.66	-.39	.31	.44

Table 6
Results of the Canonical Analysis of Single-earner Couples'
Work and Family Behaviors

<u>Summary Information (n=76)</u>						
<u>Pattern</u>	<u>Eigen Value</u>	<u>% of Variance</u>	<u>Canonical Correlation</u>	<u>Squared Canonical Correlation</u>	<u>F</u>	<u>P</u>
First	.59	47	.61	.37	1.57	.02

Structure Correlations

<u>Items</u>	<u>First Pattern</u>
His work involvement	.61
His family involvement	-.71
Her family involvement	-.18
His wages	.38
His hours	.05
His travel	.13
His late to work	-.03
His late home	.46
His activities with children	-.08
Her activities with children	.07
His share of childcare	-.12
Her share of childcare	.40
His share of housework	-.17
Her share of housework	.54
His spouse's share of childcare	.08
Her spouse's share of childcare	-.50
His spouse's share of housework	.02
Her spouse's share of housework	-.35

Table 7
Results of the Canonical Analysis of Single-Earner Couples'
Work and Family Attitudes

Summary Information (n=98)

Pattern	Eigen Value	% of Variance	Canonical Correlation	Squared Canonical Correlation	F	P
First	.79	55	.66	.44	5.079	.01
Second	.44	30	.55	.30	4.091	.01
Third	.22	15	.42	.18	3.19	.01

Structure Correlations

Items	First Pattern	Second Pattern	Third Pattern
His work involvement	.96	.11	.27
His family involvement	.22	-.97	.12
Her family involvement	.14	.25	.96
His intrinsic motivation	.73	-.27	-.21
His organizational commitment	.92	-.20	-.20
His job satisfaction	.78	.11	.21
His role load	-.10	.24	.26
His marital consensus	.11	-.64	.24
Her marital consensus	.14	-.26	.49
His marital satisfaction	.01	-.85	.42
Her marital satisfaction	-.00	-.30	.74

		Work			Family		
		Inv.	Beh.	Att.	Inv.	Beh.	Att.
Work	Involvement						
	Behavior	W					
	Attitudes	W	W				
Family	Involvement	F,W	F,W	F,W			
	Behavior	F,W	F,W	F,W	F		
	Attitudes	F,W	F,W	F,W	F	F	

Figure 1. A matrix of relationships between three constructs: involvement, behavior, attitudes for work and family roles at the individual level of analysis.

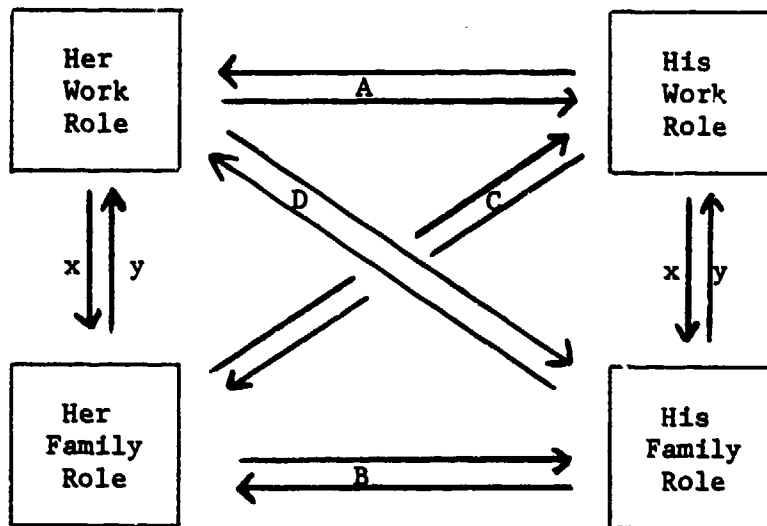


Figure 2. Intra and cross spouse role relationships for working couples.

HusbandWifeWork HighWork LowNot Working

	Family High	Family Low	Family High	Family Low	Family High	Family Low
Work High Family High	1	2	3	4	17	18
Family Low	5	6	7	8	19	20
Work Low Family High	9	10	11	12	21	22
Family Low	13	14	15	16	23	24

Figure 3. Idealized model of dual and single-earner couples based on work and family role involvement.

Appendix I

Items in the Family Involvement Scale

1. A great satisfaction in my life comes from my role as a parent.
2. A great satisfaction in my life comes from my role as a spouse.
3. Quite often I plan ahead the next day's family activities.
4. For me, days at home really fly by.
5. I am very much involved personally with my family members' lives.
6. I would be a less fulfilled person without my role as a spouse.
7. The most important things that happen to me are related to my family roles.
8. If I had it to do all over again I would not have married my present spouse. (Reversed scored.)
9. I would be a less fulfilled person without my role as a parent.
10. Nothing is as important as being a spouse.
11. I enjoy talking about my family with other people.

All items were measured on the following scale:

1	2	3	4	5
Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree

Appendix II

Items in the Role Behavior Set

		Less	Once	Several	Once	More
		than once a	a	times a	a	than
		month	month	month	week	once a
	Never					week
Parent-teacher conference	1	2	3	4	5	6
School open house	1	2	3	4	5	6
Child's performance, (e.g. concert, ballgame)	1	2	3	4	5	6
Accompanying a class trip	1	2	3	4	5	6
Attend a PTA meeting, etc.	1	2	3	4	5	6
Go to library, museum, etc.	1	2	3	4	5	6
Go to movies, zoo, circus, sports event, etc.	1	2	3	4	5	6
Run a group, e.g. play, scouting, religious class	1	2	3	4	5	6

Appendix III

Self-load Items

How often do you feel overloaded or overworked because of work?

How often do you feel overloaded because of your family responsibilities?

How often do you feel overloaded because of your work and family responsibilities?

Spouse-load Items

How often is your spouse overloaded because of family responsibilities?

How often is your spouse overloaded because of work activities?

How often is your spouse overloaded because of your work and family responsibilities?

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LIST 3
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Program Administrator for Manpower,
Personnel, and Training
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Technical Director
Director, Manpower & Personnel
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Director, System Laboratory, Code 07
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Navy Personnel R&D Center
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BUMED

Commanding Officer
Naval Health Research Center
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Psychology Department
Naval Regional Medical Center
San Diego, CA 92134

Commanding Officer
Naval Submarine Medical
Research Laboratory
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New London, Box 900
Groton, CT 06349

Director, Medical Service Corps
Bureau of Medicine and Surgery
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Department of the Navy
Washington, DC 20372

Commanding Officer
Naval Aerospace Medical
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Program Manager for Human
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Officer in Charge
Human Resource Management Division
Naval Air Station
Mayport, FL 32228

Commanding Officer
Human Resource Management Center
Pearl Harbor, HI 96860

Commander in Chief
Human Resource Management Division
U.S. Pacific Fleet
Pearl Harbor, HI 96860

Officer in Charge
Human Resource Management Detachment
Naval Base
Charleston, SC 29408

Commanding Officer
Human Resource Management School
Naval Air Station Memphis
Millington, TN 38054

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